

## **New Vet Hiring Rules for Federal Contractors Take Effect**

New rules for the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) took effect on March 24, 2014. VEVRAA is a federal law first passed in 1974 that requires contractors and subcontractors with federal contracts worth \$100K/year or more to take affirmative action to employ and promote veterans and prohibits discrimination against veterans. In addition, VEVRAA requires covered contractors and subcontractors to list their employment openings with the appropriate employment services, and that covered veterans receive priority in referrals for such openings. VEVRAA also requires federal contractors and subcontractors to submit detailed annual reports on their efforts.

The new rules were adopted because veteran unemployment continues to exceed the national average.

The new rules require, among other things, contractors to: provide more detailed and accessible job notices (including in electronic format); include veterans in equal opportunity notices in advertising; invite vets to self-identify in the job application process; conduct affirmative outreach and recruitment; document activities; submit an annual written assessment and review; and establish annual benchmarks. Reports are submitted to, and compliance is reviewed by, the federal Office of Federal Contract Compliance Programs (OFCCP).